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Public Hearing

report on

• Conditions • In The • Hispanic • Community

NEWARK HUMAN RIGHTS COMMISSION

MSC

March, 1976



KENNETH A. GIBSON, MAYOR

EARL HARRIS, MUNICIPAL COUNCIL PRESIDENT

JESSE L. ALLEN
Councilman-Central Ward

SHARPE JAMES
Councilman-South Ward

MICHAEL BOTTONE
Councilman-West Ward

HENRY MARTINEZ
Councilman-East Ward

ANTHONY CARRINO
Councilman-North Ward

DONALD TUCKER
Councilman-at-Large

ANTHONY GIULIANO
Councilman-at-Large

MARIE VILLANI
Councilwoman-at-Large

Newark Human Rights Commission

John R. Sharp, Chairman and Member of Hearing Panel

Leonard Chavis, Member of Hearing Panel

Frank Curry

Manuel Geraldo, Member of Hearing Panel

Dr. Russell Greco

Hope Jackson, Member of Hearing Panel

Jacinto L. Marrero, Member of Hearing Panel

Jean Palumbo

Carl Peterman

Johnie Peterson

Dr. Robert V. Small

Daniel J. Warnock

Courtney Weekes

Daniel Williams

Daniel W. Blue, Jr.
Executive Director

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Human Rights Commission

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Daniel W. Blue, Jr.
Executive Director

June 17, 1976

The Honorable Kenneth A. Gibson, Mayor
City of Newark
City Hall
Newark, New Jersey 07102

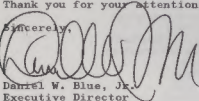
Dear Mayor Gibson:

The Newark Human Rights Commission held Public Hearings on the Conditions in Newark's Hispanic Community on March 24 and 25, 1976. The Hearings were held as a result of a multitude of requests from the leaders of the Hispanic Community to bring to public light the problems facing the Hispanic residents.

We are pleased to present to you our report. The Commission has made a statement of position, findings and recommendations which we hope will meet your approval.

Thank you for your attention in this matter.

Sincerely,



Daniel W. Blue, Jr.
Executive Director

DWB:PJ:ag



I. INTRODUCTION

A. General Setting

The Newark Human Rights Commission is a fifteen-member body appointed by Mayor Kenneth A. Gibson. The Commission is mandated to "...officially encourage and bring about mutual understanding and respect by all groups in the city, eliminate prejudice, intolerance, bigotry, discrimination and disorder and help give effect to the guarantee of equal rights for all as assured by the constitution and laws of the state."

The Commission decision to hold a public hearing on the conditions in the Hispanic Community came in late 1975. Repeatedly, the Commission had received complaints that the Hispanic community was not getting its "fair share" of services, jobs, and funding through city agencies, and that Hispanic concerns were not being responded to adequately. Moreover, it was felt that wounds created by the September 1974 disturbances had never been properly healed.

The Commission realized that the growing number of Hispanics in Newark must be heard. And, even more importantly, must be answered.

B. Background

Rev. John R. Sharp, Chairman of the Commission, headed the hearing panel. Four other Commissioners, Hope Jackson, Jacinto Marrero, Leonard Chavis and Manuel Geraldo, were chosen to serve. Prior to the hearing, this panel was supplied with background information on existing services for Hispanics in Newark, a statistical population analysis, preliminary report regarding city funding of programs for Spanish-speaking residents, and other data. Procedures for the actual hearing were devised at that time.

Publication of notification for the hearing was broad. Press releases in both English and Spanish were disseminated to all metropolitan area media of both languages. Bilingual posters, prepared by the Newark Public Information Office, were distributed throughout the City.

The Commission compiled extensive mailing lists of Hispanic agencies and individuals. Approximately five hundred letters and fliers inviting participation were mailed to these groups, as well as all area social service agencies and city, county and state officials. Prior registration to speak was requested. As of March 22, 1976, fifty-four speakers had registered.

Subsequent to the hearings, additional research was conducted to attempt to answer questions raised by speakers and members of the panel.

The Commission's recommendations, then, will be based not only on the hearings, but also on other vital data.

C. Overview

The Commission is gravely aware of the need for all of Newark's citizens to be treated equally, to share equally in every aspect of the city's life.

In his statement to the panel, Mayor Gibson summarized this feeling when he said "Newark citizens cannot fall into a trap of going on who has the most, but must strive for everyone, everyone to have it better. All of my instincts cause me to believe that the people of Newark should share equally all of our resources, both public and private, according to their ability. However, we must examine closely what there is to share in

the depressed economy in the private sector, further aggravated by budget cutbacks and layoffs in the public sector in government.

"We can share unemployment, equally. We can pay outrageous property taxes, equally. We can endure inadequate medical care, equally. We can inhabit unsatisfactory housing, equally. We can expose our children to educational systems which need improvement, equally. This is not the kind of equality our citizens deserve."

The Commission believes that Hispanics in Newark, New Jersey and the nation must receive a positive kind of equality — equality in education, equality in housing, equality in services, equality in employment. In short, the equality that is an inalienable right of every American.

1. Introducción

A. Ambiente General

La Comisión de Derechos Humanos de Newark es un cuerpo compuesto de 15 miembros nombrados por el Alcalde Kenneth A. Gibson. La Comisión tiene órdenes de "... oficialmente estimular y conseguir mutua comprensión y respeto entre todos los grupos de la ciudad, eliminar prejuicios, intolerancia, fanatismo, discrimin y desorden, y ayudar a que se efectúe la garantía de derechos equitativos para todos los ciudadanos según lo aseguran la Constitución y las Leyes del Estado de Nueva Jersey".

La decisión de la Comisión de llevar a cabo vistas públicas sobre las condiciones de la comunidad hispana surgió a fines de 1975. Repetidamente, la Comisión ha recibido querellas de que la comunidad hispana no ha estado recibiendo su "justa participación" de los servicios, empleos y fondos de las agencias municipales, y que no se estaba respondiendo adecuadamente a las preocupaciones hispanas. Más aún, se ha creído que las heridas creadas por los disturbios de Septiembre de 1974 jamás han sido curadas propiamente.

La Comisión comprende que el número creciente de hispanos de Newark, debe ser escuchado, y, más importante aún, que debe recibir una respuesta.

B. Antecedentes

El Rev. John R. Sharp, Chairman de la Comisión, dirigió el panel de las vistas públicas. Otros cuatro comisionados, Hope Jackson, Jacinto Marrero, Leonard Chavis y Manuel Gerardo, fueron escogidos para servir como panelistas. Previo a las vistas públicas, este panel recibió información sobre los antecedentes de aquellos servicios existentes para los hispanos de Newark, un análisis de estadísticas poblacionales, un informe preliminar relacionado a los programas subsidiados para los residentes de habla hispana, y otros datos. Los procedimientos a seguir durante las vistas públicas que se efectuaron, fueron diseñados durante este tiempo.

La publicación de información notificando al pueblo sobre las vistas públicas fué amplia. Informes de prensa tanto en Inglés como en Español, fueron diseminados, en ambos lenguajes a todos los medios de prensa del área metropolitana. Afiches bilingües fueron preparados por la Oficina de Información Pública de Newark y distribuidos a través de toda la ciudad.

La Comisión compiló extensas listas de agencias e individuos hispanos. Aproximadamente 500 cartas y hojas sueltas invitando a participar de las vistas fueron enviadas por correo a grupos y personas, así como a todas las agencias de servicio social del área y a oficiales de la ciudad, el condado y el Estado.

Se exigió que las personas que desearan declarar durante las vistas se matricularan con anterioridad. Para Marzo 22 de 1976, 54 oradores se habían inscrito.

Después de las vistas públicas, se condujeron estudios adicionales para tratar de responder a las preguntas y problemas que mencionaron los oradores y los miembros del panel. Las recomendaciones de la Comisión están entonces basadas, no solo en las vistas públicas, sino también en otros datos vitales.

Revisión

La Comisión está gravemente consciente de la necesidad de que todos los ciudadanos de Newark sean tratados con igualdad y compartan equitativamente cada aspecto de nuestra vida municipal.

En sus declaraciones al Panel, el Alcalde Gibson, resumió su sentimiento cuando dijo: "Los ciudadanos de Newark no deben caer en la trampa de basarse en quien tiene más sino que deberán luchar porque todos tengan lo mejor. Todos mis instintos me obligan a creer que la gente de Newark debe compartir equitativamente todos sus recursos, tanto públicos como privados, de acuerdo a sus habilidades. Sin embargo, debemos examinar de cerca aquello que vamos a compartir de la economía deprimida en el sector privado, la cual se ve aún más agravada por los cortes presupuestarios y cesantías en el sector público del gobierno,

"Podemos compartir el desempleo, equitativamente; podemos pagar impuestos descahellados a la propiedad, equitativamente; podemos soportar servicios médicos inadecuados, equitativamente; podemos habitar viviendas insatisfactorias, equitativamente; podemos exponer a nuestros niños a sistemas educacionales necesitados de mejoras, equitativamente. Esta no es la clase de igualdad que nuestros ciudadanos se merecen".

La Comisión cree que los hispanos de Newark, en Nueva Jersey y en la Nación, deben recibir una clase de igualdad positiva —igualdad en servicios, e igualdad en empleo. En breve, la igualdad que es un derecho inalienable de cada americano.

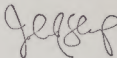
D. CHAIRMAN'S MESSAGE

I am acutely aware that this report of the Commission on the Hispanic hearings will be received with mixed reactions from both the public and those in the public employ.

The latter may feel they are under attack, although the enclosed documentation will surely note that the Commission went to great lengths to enable our public officials to state their records clearly; the former - especially the Hispanic population - will justifiably want to see action and not just more words. It is not our intention to merely level charges or to seek to pacify a troubled situation with words of sympathy. Where this Commission can effect change, we are pledged to do so; where we see the need for change and lack the authority to initiate it, we are pledged to throw our support and our full influence to encouraging those who are in a position to bring about an improvement in the quality of life for our Hispanic citizens.

I wish to thank those who assisted the Commissioners in both the conduct of the hearings and the compilation of this report. The support and guidance of our executive, Daniel Blue, along with the work of our staff support team, Jane Bishkoff and Phyllis Justice, were indispensable. They worked long hours and often served as the needed catalyst to keep the hearing and the research process from bogging down. The patience and support of the Hispanic community, both during the hearing and in the supplying of needed research data, were also indispensable. The openness of the city administration, knowing full well that we would be seeking to expose faults, is highly commendable and demonstrates a spirit that should insure a positive response to the documented needs contained herein.

On behalf of the Commission, I thank you and commend this report to you, with the invitation to join us in seeing that it becomes more than a report as we work towards the implementation of its recommendations.



John R. Sharp
Chairman
Newark Human Rights Commission

II. THE HEARING PROCESS

A. Explanation

Members of the public were invited to register to speak before the hearing panel on March 24 and 25, 1976. An evening session, from 6 to 10 p.m., was held on March 24, and an afternoon session, from 1 to 5 p.m., was held on March 25. This was planned to allow all segments of the community easy access to the proceedings. Each speaker was asked to limit remarks to seven minutes, to allow time for all speakers to be heard in each of the two four hour sessions. It was announced that a bilingual Human Rights staff member was available as an interpreter, however, only a very small number of people chose to speak Spanish, and these translated their own statements into English.

The Chairman stated at the beginning of each day's hearing that the list of registered speakers would be called first. Those not present during the first round were called on a second time. Subsequent to the pre-registered speakers, members of the audience who had not signed up to speak were given the opportunity to address the panel.

Forty speakers were heard by the Commissioners, resulting in a transcript of over two hundred pages. Following is a listing of those speakers, categorized by their affiliations. As indicated, a broad range of speakers presented their views.

Topics addressed were primarily education, employment, housing, community and city services and funding. Due to space limitations a summary of the testimony, rather than the complete proceedings, is presented here. Wherever possible, this summary is in the speaker's own words.

B. LISTING OF SPEAKERS

CITY OFFICIALS

1. Reverend Woods, Department of Personnel
2. Dennis Cherot, Director of Consumer Action
3. Johnny Escobar, Newark Housing Authority, in Charge of Spanish Affairs
4. Chief Marron, Newark Fire Department
5. Chief Barres, Newark Police Department
6. Nathaniel Washington, Director of Department of Recreation and Parks
7. Gus Barbosa, Fire Department, Community Relations

ELECTED OFFICIALS

1. Mayor Kenneth A. Gibson
2. Deputy Mayor Ramon Aneses
3. Councilman Earl Harris, Municipal Council President
4. Councilman Henry Martinez, East Ward Councilman

INDIVIDUALS

1. Casto Maldonado
2. Ramon Noguet
3. Leopoldo Santiago Sanchez
4. Nelson Morales
5. Richard Barretto
6. Raymond Rodriguez
7. Diamond Navarro
8. Melonia Candelario

ORGANIZATIONS

1. Rafael Jimenez, Hispania of New Jersey
2. Rodney White, Essex County Urban League
3. Ramon Rivera, La Casa De Don Pedro
4. Clifford Meneken, La Casa De Don Pedro
5. Anne Rodriguez, FOCUS
6. Jose Cruz, Young Workers Liberation League
7. Oswaldo Fierro, CURA, Incorporated
8. Ike Hopkins, Greater Newark Community Workshop
9. Jose Rivera, Professor, Rutgers Law School
10. Augustin Garcia, Spanish Congress, Kean College
11. Percy Miranda, Hispanic Emergency Council
12. William Cancel, Puerto Rican Veterans Association
13. Sister Deborah Humphreys, Saint Columba Neighborhood Club

Organizations Continued

14. Cristina Vega, Club del Barrio de San Columba
(Sister Humphreys read for her)
15. Candad La Boy, Boncua Awareness Program
16. Sergeant Lamana, Essex County Jail
17. Trinidad Gonzalez, New Jersey Advisory Committee to the
U.S. Commission on Civil Rights
18. Mercedes Cordeiro, N.J. Division on Civil Rights
19. Mario Grande, North Ward Community Relations
20. Amilka Velez Lopez, Casa de Don Pedro
21. Antonio Espinosa, Chamber of Commerce

C. BREAKDOWN OF TESTIMONY
PUBLIC HEARING - MARCH 24, 1976

1 Rafael Jimenez, Hispania of New Jersey Incorporated

Mr Jimenez states the City State and the Federal Agencies have not provided the Hispanic student with equal and thorough education

He states, "The lack of Hispanics at the higher levels of educational administration causes an isolation and a lack of input on the decision making process that affects the total Hispanic population of about 12,735 students in Newark"

He cites the following information

- a) At the Board of Education level there is one Hispanic
- b) There is one Associate Assistant Superintendent
- c) One Hispanic Principal
- d) Two Hispanic Vice-Principals
- e) Five Hispanic Social Workers
- f) A limited number of Guidance Counselors.

Mr Jimenez concludes this is directly related to a finding of the Puerto Rican Congress that 62% of Puerto Rican students write below grade level as compared with 48% of Black students and 1% of White students. The drop out rate of Hispanic students is 66% by the senior year

Mr Jimenez states, "Merely hiring more Hispanics at the administrative level or increasing the budget for school education will not remedy the City crisis unless funds are allocated on the basis of need." He wants funds allocated to the pre-kindergarten and primary grades, where he states that the population is the largest and where the need is greater. This will result in a possibility of rescuing students from dropping out.

He requests the following

- a) The Education Act "Be amended to say that the bilingual education will be guaranteed for at least three years. the final decisions" based on testing proficiency of the English language
- b) Bilingual division implemented within the PTA to encourage Hispanic participation
- c) Establishment of bilingual bicultural education programs
- d) Subjects such as Math, Science and Social Studies made available in Spanish
- e) Hiring and training of Hispanic educational staff to be placed in top administrative positions in such schools as Broadway Jr High Webster Dayton Street McKinley, Barringer and East Side where there are substantial numbers of Hispanic students

2 Rodney White, Essex County Urban League

Mr White stated that he was in favor of a "Compliance Order from the City of Newark in all aspects of living conditions."

He feels, "The Chamber of Commerce should look into the discriminatory practice of employment when it comes to Puerto Rican Spanish Americans Cubans." He further stated that the City of Newark should be the leader in Hispanic employment and not wait for a riot to hire additional Hispanic personnel

3 Ramon Rivera, La Casa De Don Pedro

Mr Rivera stated the Puerto Rican people "Have been unable to make our impoverished disenfranchised powerless community an issue of moral consciousness in anyone's list of priorities." He states that leadership has been derelict in making their cause known and that the Hispanic lacks the traditional vehicle which other groups have used to overcome inequalities. He feels that Puerto Ricans have been neglected and that an effort must be undertaken to make the Puerto Rican Community an issue of the day.

Mr Rivera states that there is a total of 95,000 Hispanics in the City of Newark and that Puerto Ricans make up approximately 60,000. This represents 18 percent of the total population of the City of Newark. This takes into consideration the U.S. Census 40 percent undercount which he states they admit to in a report entitled "Counting the Forgotten."

Mr Rivera stated the Hispanics were not properly categorized. Brazilians, Spanish, Portuguese and even Italians were all included in the census as being Hispanics because their surnames sounded Hispanic.

Mr Rivera feels "The Gibson Administration has done little to change the socio-economic positions of the Puerto Ricans in the City." The percentage of Puerto Ricans employed by the City is 3.5% employed by private business, public service and goods 1.7%, N.J. Bell 1.5%, Prudential, 5.6%. The unemployment rate of non-student youth 50%. He feels there should be additional Hispanic appointments to the Board of Education, Manpower Area Council, Housing Commission, Alcoholic Beverage Commission, Manpower Advisory Council, and other Commissions.

Recommendations

- a) Municipality develop a Statistical Research Unit to compile accurate statistical data about Hispanics and Puerto Ricans. Funds are allocated by such statistics.
- b) City of Newark adopt an Affirmative Action Plan for Hispanics.
- c) "A community development program be developed and funded by municipal funds."
- d) "Mayor Gibson appoint additional members to the Board of Education, Housing Commission, and Judge to the Municipal Court."
- e) "Mayor appointed task force developed to implement the recommendations and findings of hearings."

4 Clifford Meneken, La Casa de Don Pedro

Mr Meneken states "the attitude of the City toward Puerto Ricans in refusing to accept them as equals and a reluctance to admit their existence..."

Mr Meneken accuses the City of discrimination in hiring. 3.5% Hispanic employment out of population of 25%.

He accuses the Board of Education of failure to educate Hispanic children. He accuses the Housing Authority of discrimination in hiring and in the rental of housing units. He states Hispanics are hired in maintenance positions only and make up 8% of the populous living in public housing.

He accuses the Police Department of discrimination in hiring, promotions and police brutality.

He accuses the Department of Health and Welfare of discrimination in hiring. He states that although Hispanics represent 11% of the case load, there is only one full time Hispanic employee out of 120 workers.

Mr. Meneken accuses the State and Judicial system of persecution of Hispanics. Only 110 crimes committed by Hispanics yet 1% of those incarcerated are Hispanics.

He accused the Federal Government of not implementing meaningful Affirmative Action Plans. Mr. Meneken mentions the fact that there are 95,000 Hispanics in Newark and 180,000 in Essex County. Of this estimate 68,000 are Puerto Ricans residing in Newark and 73,000 residing in Essex County. He states these figures are accepted by the Puerto Rican Congress and the U.S. Civil Rights Commission's New Jersey Advisory Report, *The Hispanic Participation in Manpower Programs in Newark*.

Mr. Meneken warns the City leaders that when they refuse to safeguard rights and abuse power "It is the right of the people to hold that government accountable." He cites the Branch Brook Park incident of September, 1974, as an example.

5. Casto Maldonado

Mr. Maldonado stated that from the beginning developments of the Hearing he questioned the validity of the Hearing. "To correct the inequities and discriminatory practices toward Puerto Ricans and Hispanics have been a victim of throughout the years."

He further questioned the Commission's "Capacity and enforcing power to demand relevant significant information and data," due to what he called a political conflict of interest.

Mr. Maldonado stated that the only way justice was going to be enforced would be to have the Federal Government investigate the allegations. He requested that the State Public Advocate's Office file an injunction stopping all Federal funding for the City of Newark and Essex County until investigation is completed.

6. Councilman Martinez, East Ward Councilman

Councilman Martinez stated that the Hispanic Community has a viable means of changing the system through the electoral process. "Hispanics can elect individuals who best represent their interests." He gave himself as an example of such and pointed to the fact that he was instrumental in having Judge John Diwo appointed to the Municipal Court as the first "Judge of Hispanic origin to be appointed in Newark."

The Councilman stated that Hispanics make up 2% of the Newark City employees, whereas they comprise approximately 25% of the population. They are not represented on any of the Boards or Commissions. They are discriminated against in the school system, in the Police Department. There are some departments in the Municipal government which have no Hispanic employees at all.

He stated that the Council has been instrumental in improving the environment for the Hispanics in a few major areas but "There is a great deal more that can and should be done by the administration."

He pointed out that Councilman Harris has appointed him as chairman of a special Council Committee to investigate allegations of discriminatory practices in certain departments. Starting March 30, 1976 meetings will be initiated to discuss problems "Concerning the delivery of health services to Hispanic residents in Newark."

7. Anne Rodriguez, FOCUS

Ms. Rodriguez addressed herself to welfare and housing. "Why everyone has a ways said that Hispanics or Ricans are always on Welfare." She stated she attempted to gather information from the City and County Welfare Departments without beneficial results.

She stated that she sent a questionnaire to Ms. Audrey Maxwell, Director of the Department of Public Welfare. She received no response. She attempted to obtain a breakdown from the Essex County Welfare. She obtained the following information:

"Out of 37,000 families 10% are Hispanic." She stated that they were unable to give her a more detailed breakdown.

In regard to Housing she stated that she had clients who have been on a waiting list for Public Housing for one to eleven years with no favorable results. She states the reasons for this is the "Inconsistency in observing the chronological criteria in the waiting list, comprehensive use of red tape which creates unnecessary delay in the process of eligibility on intake."

Ms. Rodriguez stated that she had affidavits attesting to the above.

8. Ramon Noguet, Puerto Rican Political Association

Mr. Noguet stated that Newark receives monies from the Federal Government, but the Puerto Rican does not benefit from it.

9. Gilbert Mendez

Mr. Mendez feels that the Puerto Rican is denied opportunities because of the lack of good bilingual programs. He cites the Marpower Training Center as an example. It is located in a predominately Puerto Rican neighborhood yet Spanish speaking enrollment is low.

He states poor housing is a problem. He recommends repairing old houses instead of tearing them down.

Mr. Mendez points out that the Spanish speaking population is over 55,000. Most of them pay taxes. He said "Yet very few have opportunity to join the Police Force. The number of Spanish speaking policemen must be increased in order to protect our neighborhood."

10. Jose Cruz, Young Workers Liberation League

Mr. Cruz stated "The jobless figures for Puerto Ricans even in normal times are at the depression level." The unemployment rate for young Puerto Ricans being "From 36% in normal times to 55% during the recession period."

Mr. Cruz stated the problems cited are not new ones, but this time he wants action on them.

He cites the following solutions to the problems:

- a) Vocational training. He stated that a number of young Puerto Ricans are unskilled. "A better educational system which addresses itself more importantly to the needs of the Hispanic, principally the Puerto Ricans."
- b) Better job opportunities.
- c) Bilingual education, from kindergarten through the 12th grade.
- d) Implement a City Affirmative Action Plan for Hispanic employment.

Mr. Cruz states funding can come from the United States Military Budget. He feels that the Administration should "Demand from Washington a cut in the Military Budget."

11. Reverend Woods, Department of Personnel

Reverend Woods represented Brenda Veith, Director of the Department of Personnel. He stated that this administration is an equal opportunity employer. "It does not

discriminate in its procedures and policies against anyone." He further stated that the Personnel Division has not had the opportunity to implement its policies and procedures. Brenda Valte, recently appointed Director, "has attempted to institute all the new training programs that might be a means to aid the minorities within the City Government, upgrade them in the position that they hold."

Speaking personally, he admitted he felt that there were too few "Hispanics in the City Government. I imagine that their needs parallel those of mine since I too being a black in this society, have experienced discrimination and still do."

12 Oswaldo Ferro, CURA, Incorporated

Mr. Ferro questioned "How much money does the City of Newark receive every year?" Of the money received he questioned "How much of it goes to the Hispanic Community?" What services does the City of Newark provide to the Hispanic Community?"

He stated that the Hispanic Community in Newark does not have an education. "It's the fault of the society." He asks how is a person without education expected to get a good job. He further states that there are a number of professionals in the Hispanic Community who are qualified in Puerto Rico but are discriminated against because there is a language barrier.

Mr. Ferro further questions how much money does the City provide to service programs for drug addicts. He points out that the number of addicts in the Hispanic Community is high. What is the City doing for the drug addict? "The forgotten minority between the minority."

13 Leopoldo Santiago Sanchez

Mr. Sanchez felt those of the Hispanic Community, who attended the Hearing, were there because they felt the need for change. He stated "realistically you are not making any changes, the Mayor is not making any changes and we have to make changes for ourselves."

14 Nelson Morales

Mr. Morales addressed himself to the plight of dropouts. What are they to do?

He stressed the need for programs to teach vocational skills and trades, for example carpentry and mechanics. He stated taking away programs such as the Latin American Cultural Center Program would cause the dropouts to resume their old activities such as mugging and taking drugs.

15 Ike Hopkins, Greater Newark Community Workshop

Mr. Hopkins stated he felt that the Hearing should be addressing itself to the prevention of a major uprising involving Blacks against Puerto Ricans. The Blacks and Puerto Ricans are fighting over the crumbs, "The same folks that had the cake still have the cake."

He stated the Hearings were similar to those held by Blacks concerning their problems in 1965, 1966, 1967. He said "You don't have to be Hispanic to know what is wrong and you don't have to have a Hearing to know what is wrong."

He suggested that the Newark Human Rights Commission should get out into the Community and find out the problems.

BREAKDOWN OF TESTIMONY
PUBLIC HEARING - MARCH 25, 1976

City Council President Earl Harris

Aware of lack of representation in city employment but hiring is an administrative function Council has passed Affirmative Action plans to achieve Equal Employment Opportunities on Construction sites and in leases, franchises, and contracts

Has supported Judge Dros and supports another Hispanic to fill the vacancy

Urges Housing Authority to increase number of Hispanics

Urges increased funding for bilingual education and daycare

As a first step Councilman Harris will introduce legislation to have all City Departments post bilingual signs - language barriers should be eliminated

2 Mayor Kenneth A. Gibson

People of all races want quality education, equal employment opportunities, an economy which produces jobs, decent and affordable housing, sensitive care for the young and the old, neighborhoods free of crime. Answers must not only solve social conditions in the Hispanic community but raise the general level of services. Must strive for everyone to have it better. Calls for a change of priorities, improved efficiency, application of resources to future social conditions. Jobs must be created and all Newark citizens should hold the Private Sector, State and National government accountable.

3 Deputy Mayor Ramon Aneses

Disavowed Mayor Gibson's statement in Spanish. Upon questioning from the panel Mr. Aneses states that Newark's bilingual education program was the first in New Jersey and is one of the best in the nation. Mr. Aneses was requested to have a representative of the Board of Education appear at the hearing. He replied he would bring it up to the Mayor and let the panel know.

4 Jose Rivera - Professor, Rutgers Law School

In 1974 Mr. Rivera stated and repeated now "the attitude of this Administration and citizenry of the City of Newark with respect to the Puerto Rican community was directly analogous to the same attitude of the late sixties of the Addonizio Administration to the Black Community." He felt problems were ignored.

People in his community feel attacked on two fronts. The majority predominantly White community has engaged in classic exclusionary tactics. Now a Black "piece of the pie syndrome" is felt. The Latin Community is concerned about housing, employment, education.

Puerto Ricans and other Latins are excluded from job opportunities. What is called a language barrier is not a problem but "a badge of pride and honor." Being bilingual in Newark is treated as "a sign that you're less than human." Testing for jobs in the City and State is not job related and excludes those who do not speak English.

In Housing Spanish speaking people occupy "the scraps of housing that Blacks have left behind." The City allows that

Education overlaps with housing and employment. Puerto Rican children are trapped so that by virtue of their status "they will never be able to achieve academic competence."

Recommendation made to Commission and State that 70¢ status be granted "to allow the Commission to exercise jurisdiction" over discrimination in Newark and receive monies from the Federal Government to enforce its mandate.

In response to questioning Mr. Rivera stated that the program for Hispanic students at Rutgers is being phased out as well as other programs addressed to equal educational opportunities. These programs are bearing the brunt of cutbacks.

5 Augustin Garcia - President, Latin Fraternity and Vice President, Spanish Social Club at Kean College

Mr. Garcia represented 200 Spanish speaking students at Kean College. He requested the Commission consider opportunities in higher education for Hispanics so that there would be qualified leaders in the community.

The unemployment rate of Black and Hispanic youth in New Jersey is now 40 to 50 percent. If tuition hikes and cutbacks continue, this rate will go higher.

Use of exclusionary, biased policies defeat Spanish speaking students' attempts to enter college. The proposed budget cuts will reduce 26,000 freshmen from 8 State Colleges and freshman enrollment at Kean will go from 1,400 to 475. The Spanish Speaking Students Program will be eliminated by defacto administration programs. Mr. Garcia asked the Commission's support in emphasizing the damage that will be done to minorities.

6 Percy Miranda - Hispanic Emergency Council, Director

Mr. Miranda stated the Hispanic community has had plenty of communications with the Administration but those recommendations have fallen on deaf ears. He urged that unless City officials implement an "affirmative course of action to begin remedying the inequities of services and benefits and opportunities received by the Hispanic Community, we still will have otac or possibly many 1974 Labor Day Weekend's incidents."

Many millions of dollars in funding comes into the City for programs but "our Hispanic Community in 99% of the situations are excluded from direct participation from those programs." The distribution of resources, planning and implementation of programs is not equitable. The Hispanic community is mentioned in figures and planning, but we are never included in the receipt of the benefits of those programs."

The Hispanic Community has been kept outside of the political process. In 1975 of 35,000 eligible Hispanic voters in Essex County only 5,000 were registered. Hispanic Emergency Council and other groups have registered more but the City could have made a better effort.

Data and information concerning Hispanics is difficult to obtain from the City. Of 6,000 employees, only 2% are Hispanic. Most have been laid off from the Police Department. 40% of the Hispanics in Newark are below Federal poverty standards. State money has been withdrawn from a Hispanic Affairs Senior Citizen Program because the City failed to implement it.

Mr. Miranda recommended broad Affirmative Action to insure "at least 15% participation in all programs, projects, City employment and subcontracts."

In 1974 Hispanic Foreigners' Council presented a 5-point recommendation to the Mayor. The request for Spanish language was implemented. But for a Hispanic Affairs unit in the Administration was not and the issue became confused after a series of meetings.

7 William Cancel - Puerto Rican Veterans Association

Mr. Cancel had some doubt as to the effectiveness of the hearings.

He has been attempting to get information on revenue sharing funds from the Manpower Office, but it seems to me that there is some secret that they have kept because I think they are afraid to call me back."

"The same thing happens with CMD5. They have failed to meet the needs of all the Hispanics." Mr. Cancel stated that "throughout the State in the early part of 1975 73% of the Puerto Rican population are unemployed, 60% are underemployed."

Recommendations made the Mayor disclose the disposition and expenditure of revenue sharing funds with a population impact breakdown. Names of those on the appropriate Advisory Committee should be published and proportionate Puerto Rican representation appointed to it. Names, addresses, salaries and years of service of all City employees should be published.

Many Portuguese and Italians are counted as Hispanic because of their names. Mr. Cancel requested the City publish its budget and a list of all Federal, State and County monies received and their disbursement. Some of this money should go to legal and bilingual education.

The business community is also non-responsive to Hispanics even though the Urban Coalition is funded by it. "Spanish participation was nil to say the least" in the airport contracts.

Last March (1975) Mr. Cancel's group submitted "a proposal to train 200 non-English speaking Hispanics as radio-TV technicians with English added. That proposal never left the desk of Mr. Harry Wheeler and they haven't had the courtesy of notifying the Puerto Rican Veterans Association that the proposal has been either rejected or approved."

8 Dennis Cherot, Director - Newark Office of Consumer Action

Low income and minority consumers have historically fared less well in the marketplace than others. For this reason NOCA was formed. The program has a bilingual component 17% of NOCA staff is Hispanic and this is vital to its operation.

There are bilingual case investigators and bilingual Consumer Education programs, and a monthly bilingual newsletter. NOCA is strongly advocating bilingual contracts a matter which is being proposed by the Federal Trade Commission.

Mr. Cherot was commended by a Panel member for this interest in the Hispanic community displayed by his testifying.

9 **Johnny Escobar - Community Relations Specialist, Division of Family and Community Services of the Newark Housing Authority**

In mentioning the Bicentennial, Mr. Escobar stated that many Puerto Ricans have fought and died for this country and "proportionately are represented in the largest single ethnic group in the battle today. They are forgotten as soon as the emergency is over. Language is not a barrier there, but is in getting employment services and benefits. Puerto Ricans have been abused, humiliated and deprived of the right of the pursuit of happiness and prosperity. What are you doing for the Puerto Ricans and Hispanics?"

"Puerto Ricans are tired of getting just a few crumbs from the pie when we had to bake it."

Relative to housing, Mr. Escobar stated "The Newark Housing Authority has approximately 30,000 housing units and only 186 are being used by Hispanics. One of the best projects in the City has only one Hispanic family out of a total of 354 units." He urged the appointment of a Hispanic to the Housing Authority Board and the hiring of a bilingual lawyer and legal paraprofessional. Hispanic police and managers at projects must be increased and expansions of responsibilities and privileges to tenants should be available to tenants in Spanish.

In response to questioning, Mr. Escobar stated that the reason there are not more Hispanics in City owned housing is that prospective tenants go through the manager of a project and a screening committee and this committee acts in a discriminatory manner.

10 **Sister Deborah Humphreys - Saint Columba Neighborhood Club**

The families in the South Broad Street community feel "a sense of hopelessness, of feeling that our homes are located in a forgotten neighborhood" where essential community services such as supermarkets, doctors, lawyers, dentists and recreation are lacking. Services have closed and been replaced with "stores with exorbitant prices, luncheonettes that traffic in drugs, houses of prostitution flagrantly in operation, and poorly maintained old buildings."

"The increasing level of unemployment, rising medical costs and the extreme cutbacks proposed for Medicaid, as well as the growing number of families who cannot qualify for any income maintenance program" shows the need for new, collective strategies.

Rehabilitation in the area has been forcing many families, Hispanic among them, to leave the area. They can't afford higher rents. The rehabilitation planners "receive Federal money and will say to us who will be able to live here and who must move, the effect on our neighborhood is devastating."

"The results of rehabilitation are small housing units that increase rental almost at a rate beyond the rental guidelines of the city."

11 **Christina Vega - Saint Columba Neighborhood Club (Statement read by Sister Deborah Humphreys)**

Mrs. Vega's statement expressed the need to build a community "of solidarity and significance" where individual and social needs can be fulfilled and resources are available. Her group is trying to "build a community where there is respect, opportunities for learning, creating and producing, and power to influence the future." Avenues of participation in the economic system must be opened.

12 Caridad LaBoy-Boricua Awareness Program

Ms. LaBoy, a coordinator of this Federally funded program begun in September of 1975. "The program's aim is to educate and sensitize the employees of the Department of Health and Welfare about Puerto Rican culture so that they can provide better services." Because of small staff and budget, training has only been given to Public Health Service staff, and this one program is not enough.

"We also need to increase the amount of Puerto Ricans employed in the health field - administrators, doctors, nurses as well as health aides and clerks." She asked that a committee be established to work on this program.

13 Chief Marron - Newark Fire Department - Community Relations Division (Representing Director John Caulfield)

Many problems are in fire education, and it is the poor who tend to get the brunt of the city's fire problem. The N.F.D. would work with any group to make the city safer and encourages use of the Fire Prevention Bureau.

Past minority recruitment programs have not been successful, and there will be approximately 350 jobs in the next 5 years. The Fire Department wants to increase the number of minorities within the Civil Service framework, which requires high school graduation and 18 to 35 years old. The Department will help applicants prepare for the examination.

In response to questions, Chief Marron stated that obstacles to enlisting Hispanic firefighters are the high school education and getting the applications to those who would be interested.

14 Richard Barretto

Mr. Barretto felt Hispanic school children were discriminated against, which results in low grades, low self esteem, and eventually low money, low housing and then slow death. He stressed the need for Puerto Rican teachers to break the cycle.

In the health field, Hispanic workers are needed who can relate to the culture.

15 Sergeant Jose Lamana - Essex County Jail

Sgt. Lamana discussed the inequities of the bail system, which discriminates against the poor, and therefore the Spanish-speaking he deals with. It often "costs over a thousand dollars just to keep an inmate in the Essex County Jail (\$42.50 a day) because the City of Newark has given him a \$50 bail" he cannot make.

His other concern is the lack of Hispanic police officers. "Over 1400 police officers and only 22 Spanish speaking officers" for "about 80,000 Spanish-speaking citizens in Newark." There is also a lack of promotions for them.

He stressed the need for bilingual tests, which would upgrade rather than downgrade the job.

16 Trinidad Gonzalez - member of N.J. Advisory Committee of the U.S. Commission on Civil Rights

As a result of September 1974 and the discontent expressed by the Hispanic community "with its general socioeconomic status," the Committee reviewed "Hispanic participation in Newark's Comprehensive Manpower Training Program" funded through CETA II and VI. The Committee looked at staffing patterns and client makeup of the Mayor's Office of Manpower and Planning, CMDS, and Newark's Public Service Employment Program as well as the makeup of CETA subcontractors. This report was submitted to the Mayor for review and went through revisions. The final report should be out by next Monday, March 29. Requested the final report be included as testimony.

Findings listed

1. The Manpower Advisory Committee had an underrepresentation of Hispanics
2. In all Manpower programs "Hispanics were concentrated in middle to mid-lower salary ranges." Improvements were made in the overall number of Hispanics
3. Of the two major programs, CMDS and PSEP, one had substantial Hispanics, one didn't. Here, too, improvements have occurred
4. Three subcontractors underrepresent Hispanics in numbers and salaries, three do not

Ms. Gonzalez then explained her Committee's functions and asked to be consulted as to issues and problems. The problems in the Manpower programs mainly lie in those organizations funded by CETA, and there should be affirmative action re these subcontractors.

17 Chief Anthony Barres - Newark Police Department

Channels of communication between community and police must be open. This is a positive way to reduce the possibility of conflict. The "negative past" must be transformed to the "positive future." The Police Department and Hispanic community must learn to coexist. "Police in their first line roles are subject to the collective frustrations of an aggrieved people to a greater extent than any other social agency."

The number of Hispanic officers has increased from 2 a few years ago to 22. There were 5 Hispanic Communications Aides who are civilians hired, but all but one have left, due to the job's around the clock nature. A new communication unit, with provisions for Spanish speaking workers, is now being organized.

In the coming summer, help from the Hispanic community will be needed for the fire hydrant problem.

In response to questioning, Chief Barres discussed the manner in which Police statistics are kept. He mentioned the Federal study that indicated the accuracy of Newark's reporting.

The Commission's concern was the accuracy of juvenile crime ethnic breakdowns. Chief Barres stated that the system can be revised, and welcomed Commission input.

Chief Birres also expressed the need for more Hispanic officers and Civil Service changes. He suggested a candidate should be given 5 extra points for knowledge of Spanish. In addition, recruitment is statewide, so there are proportionately less Hispanics.

"The Police Department could create within itself attitudes of sensitivity and understanding toward minority community." New recruits are taught Spanish but due to city cuts, there are none. Chief Birres stated the need for more Hispanic police "has the highest priority," but recruitment efforts have not been too successful.

8. **Raymond Rodriguez**

Mr. Rodriguez was a musical performer at Branch Brook Park in September 1974 and witnessed the riot. They were the police of Newark. They came in firing their weapons. People were falling down. He asked who killed the two people that week, and said "There are cops who are employed by the Police Department." He feels he and other Hispanics now are in fear of the streets and related an incident of police harassment.

Last summer, he was involved with a dispute over conga players in Elwood Park in which, at 7:30 p.m. police and Councilman Carrino harassed the players "with verbal assaults." An anti-noise ordinance was then changed from 12 midnight to 8 a.m. prohibition to 8 p.m. to 8 a.m. Neighborhood people did not object to the noise. Mr. Rodriguez asked the Commission to work on changing the ordinance back.

He also asked for a Federal investigation into the Police Department and questioned a new \$500,000 firing range in the Port Newark Industrial Center.

19. **Mercedes Cordeiro - New Jersey Division on Civil Rights, Investigator**

Bilingual investigators are on duty at all times and the complaint case load is ever increasing.

There are many ethnic groups in the Hispanic community and because of the lack of jobs, the establishment pits them against each other.

Ms. Cordeiro requested interpreters in all municipal establishments, and cited difficulties encountered by those who do not speak English in getting jobs and public housing.

Many qualified Hispanics are discouraged by Civil Service because bilingual jobs pay less.

Regarding the State Division, the narrowing of jurisdiction so that it can not investigate higher education denies rights to poor people in Newark in accordance with the Law against Discrimination.

20. **Nathaniel Washington - Director, Newark Department of Recreation and Parks.**

Recreation is a constitutional right "the pursuit of happiness." This is not always true in Newark because recreation is considered "as a non-central non-essential service." There have been attempts to include recreation in Revenue Sharing funds.

The Department of Recreation has been criticized for "short changing the Hispanic Community as it related to summer activities." Before the Department's establishment in 1977, services were distributed by various agencies and organizations. Now the Department of Recreation provides opportunities across the board and uses City and Federal funds to provide play street and day camps. Its Department worked with groups including Hispanics, but must ask the programs be open to all. Distribution of activities was attempted on an equal ward by ward basis.

Of about 200 employees, there are 22 or 23 Hispanics in the entire department, but less than only the recreation portion. Mr. WASHINGTON hoped to be able to answer the recreation needs of all groups and did not want to be construed as "trying to minimize or justify the need for concerted efforts in providing greater opportunities to the Hispanic community."

21 Gus Barbosa - Newark Fire Department, Community Relations

Mr. Barbosa displayed fire prevention literature to be distributed in English, Spanish and Portuguese.

22 Mario Grande - North Ward Community Relations and Italian-American Defense League

Mr. Grande had been instructed not to speak on behalf of the Italian American Defense League due to the "severity of the climate in the North Ward."

He stated that there is no Hispanic problem, "We are the ones who discriminate." He fought in 1953 with many Puerto Rican soldiers who "died for America."

He spoke of the need for summer jobs for youth with whom he has worked and demonstrated for many years, as well as the spirit in the city. He commended Deputy Chief Catfield, who is now deceased, and Captain Tinnel of the Fire Department for their help to the Spanish community.

23 Amika Velez Lopez - Casa De Don Pedro

Mr. Lopez stated that so few of the "over 85 thousand Puerto Ricans or 18% of the total population" were at the hearings was because they saw it as "just another Mickey Mouse conference."

He doubted any results of the hearing.

All levels of government must "help us remedy those conditions which entrap us in a vicious cycle of poverty." The streets of Newark, with unemployment, crime and drug abuse show that the school system doesn't prepare Puerto Ricans for higher education or the labor market.

Less than 5% of Newark's employee population is Hispanic, with only 1% of Hispanics as professionals. From the 1970 census, 66% of Spanish youth between 17 and 24 were not in school. The drop-out rate is extremely high, but is not accurately reported.

In 1974, 156 Puerto Ricans graduated Newark High Schools. Statistically, that means almost 400 of that age who did not. "70-75% of the Puerto Ricans in the age bracket of 18-24 have not completed high school." Puerto Ricans see education priorities differently than the schools. "By the time Puerto Rican children reach the sixth grade, 80% are below reading level."

Mr. Lopez made 8 specific recommendations:

1. Comprehensive bilingual education program through all grades
2. Employment of Puerto Rican guidance counselors to help children and make them aware of opportunities
3. Establish a Basic Occupational Training program to help those out of school learn a specific job and the language needed for it

- 4 Establish an Alternative education high school, like that in the East Ward
- 5 Move Puerto Ricans at all levels into the school system and bring them served to Hispanic students
- 6 Establish training and remedial Education programs in English and Spanish
- 7 Bilingual Report Cards
- 8 Restoration of funds to programs such as CURA and Casa de Don Pedro

24 **Antonio Espinosa – Chamber of Commerce**

"The Chamber estimates the current Hispanic population at 107,000 or 26% of Newark's population. Most Hispanics in Newark do not come from urban centers and come here out of economic necessity. Some are illegal aliens.

He cited problems with language discrimination and poor housing. In jobs, the last hired is still the first fired, and the need for unskilled labor has declined. The chamber is trying to bring in more jobs.

Newark's educational system does not produce Hispanics qualified for jobs. The bilingual program has helped, but must be improved. "Hispanics too must realize the value of an education."

Legal and health costs are also a burden. The trouble in our nation results in "a vicious circle with lack of education, employment, understanding and opportunity chasing each other."

25 **Diamond Navarro**

Ms. Navarro spoke against the proposed budget cuts in bilingual education in New Jersey. "The State intends to dissolve the State Bureau of Bilingual Education."

In Newark, over 10,000 students in 33 schools are in the program, and can now experience success in school. They are now getting necessary skills to participate successfully in society.

The bilingual/bicultural education bill passed last year "is an effort to get nearly 80,000 children who have language difficulties to succeed in their academic subjects." It makes no sense not to provide money needed to operate.

The state tax structure must be revised to help education, to an income tax if necessary.

Ms. Navarro is a bilingual/bicultural teacher in Newark. This city does comply with the law.

26 **Melonia Candelario**

Ms. Candelario spoke of "our education and it is going down the drain. The state and the city are to blame."

Going into Webster Junior High, students are seen in the hall cutting classes and using drugs. Children who want an education are denied it by improper administration. She demanded the principal of this school be changed.

There are no Hispanics in Webster's principal's office, so the parents cannot speak to anyone. The administration doesn't want parents to know what's going on, and there is unqualified personnel. Community para-professionals and teachers should be recruited. Bilingual education must be stressed as well as compulsory in-service workshops to sensitize administrators. She asked for a report from the Board of Education by May, 1976.

III. ADDITIONAL DATA

A. Explanation

Following the hearing, a review of the transcripts was conducted by the Commissioners on the hearing panel and staff members. It was soon discerned that many more questions were raised by the hearings than answered by it. Some testimony conflicted regarding population statistics, some made serious allegations about needs and services, other concerns required immediate responses.

The Commissioners felt that in order to make valid recommendations they could not be based solely on the testimony. The Special Services and Information Unit of the Commission staff was then assigned to gather additional information in certain designated areas. Some of the necessary data was already in the hands of the agency. Other material was requested from outside sources. A compilation of pertinent data follows.

B. Population Data

The number of Hispanics in Newark at this time is not known. Census figures have been challenged from many different quarters. Even among those testifying at the hearing, estimates varied.

The 1970 United States Census listed 382,377 persons living in Newark. Of these 27,443 persons, or 7.2%, were listed as being of "Puerto Rican birth or parentage," and total Hispanics as 45,771. Spanish is designated as the "mother tongue" of 42,702, or 11.0 percent, of Newark's total population.

To quote Ramon Rivera of La Casa de Don Pedro during the hearing proceedings: "If we believe that the U.S. Census has seriously undercounted blacks and Puerto Ricans as reported, and that count is 40 percent more than the census reported, we can safely say that the total of Hispanics is 95,000. If we want to be conservative, we can drop down to 85,000. Out of that figure we can safely estimate that 60,000 are Puerto Ricans. That represents 18 percent of the total population of the City of Newark."

A 1974 report of the U.S. Commission on Civil Rights, *Counting the Forgotten*, seriously questions the accuracy of the census. The Commission report concludes, "While it is clear that in the 1970 census the Bureau's efforts to enumerate persons of Spanish speaking background were greater than in any previous census, they were not well thought out and, as a result, were inadequate. Contrary to the Bureau's position, we believe that there is strong evidence that the Spanish speaking background population was undercounted substantially in that census."

In another U.S. Civil Rights Commission report, *Hispanic Participation in Manpower Programs in Newark, New Jersey*, the U.S. Civil Rights Commission Advisory Committee makes the following estimate, "Our 1975 figures place Newark's black population near 260,000 and the Hispanics, about 64,000 -- or 55 percent black and 16 percent Hispanic, assuming 400,000 as the city's total population."

The Puerto Rican Congress of New Jersey, Inc., in its December 1974 report "Demographic Trends and Projections for New Jersey Hispanics" indicates a total of 68,374 Puerto Ricans and 33,711 other Hispanics, for a total of 102,085 Hispanics, in Essex County. La Casa de Don Pedro extrapolates this figure to 108,000 for January 1976.

The above figures are simply a summary of available data. Other speakers at the hearing indicated other estimates; however, these are seen to be representative.

C. A Sampling of Private Industry

A number of major companies within the City of Newark were contacted regarding the ethnic breakdown of their employees. The following information is a sample listing of a few companies in the City as it relates to the employment of Hispanics. Please note the dates of these reports as the makeup may have altered since compilation.

Motor Club of America As of April 15, 1975

Total Number of Employees - 372

Total Male - 159

Total Female - 213

Spanish Surname - Male 6

Spanish Surname - Female 27

Breakdown of Hispanic employment:	Hispanic		Total	Total
	Male	Female	Male	Female
Officials and managers	0	0	36	11
Professional	3	0	63	5
Technicians	1	1	30	11
Sales Workers	0	0	4	1
Office and Clerical	2	26	18	177
Craftsman (skilled)	0	0	5	2
Operatives (semi-skilled)	0	0	0	0
Laborers (unskilled)	0	0	0	0
Service Workers	0	0	3	6

Anheuser-Busch, Inc. As of July 31, 1975

Total Number of Employees - 1,338

Total Male - 1,296

Total Female - 42

Spanish Surname - Male 15

Spanish Surname - Female 4

Breakdown of Hispanic employment:	Hispanic		Total	Total
	Male	Female	Male	Female
Officials and managers	0	0	136	1
Professionals	0	0	11	3
Technicians	2	0	37	0
Sales Workers	4	0	31	0
Office and clerical	0	4	45	38
Craftsman (skilled)	1	0	138	0
Operatives (semi-skilled)	5	0	871	0
Laborers (unskilled)	2	0	6	0
Service Workers	1	0	21	0

Blue Cross and Blue Shield — As of May 30, 1975

Total Number of Employees - 445

Total Male - 68

Total Female - 377

Spanish Surname - Male 2

Spanish Surname - Female 18

Breakdown of Hispanic employment:

	Hispanic		Total	Total
	Male	Female	Male	Female
Officials and managers	1	1	37	16
Professional	0	0	20	23
Technicians	0	1	5	49
Sales Workers	0	0	0	0
Office and clerical	1	16	6	289
Craftsman (skilled)	0	0	0	0
Operatives (semi-skilled)	0	0	0	0
Laborers (unskilled)	0	0	0	0
Service Workers	0	0	0	0

Mutual Benefit Life Insurance Company — As of 1975

Total Number of Employees - 2,009

Total Male - 624

Total Female - 1,385

Spanish Surname - Male 9

Spanish Surname - Female 71

Breakdown of Hispanic employment:

	Hispanic		Total	Total
	Male	Female	Male	Female
Officials and managers	1	0	172	6
Professionals	0	1	214	59
Technicians	0	0	47	20
Sales Workers	0	0	0	0
Office and Clerical	7	69	177	1291
Craftsmen	0	0	1	0
Operatives (semi-skilled)	1	1	11	9
Laborers	0	0	0	0
Service Workers	0	0	2	0

Public Service Electric and Gas Company As of April 30, 1975

Total Number of Employees 14,032

Total Male 12,337

Total Female 1,695

Spanish Surname Male 249

Spanish Surname Female 41

Breakdown of Hispanic employment

	Hispanic		Total	Total
	Male	Female	Male	Female
Officials and managers	21	1	2,169	35
Professionals	10	0	773	38
Technicians	11	0	846	8
Sales Workers	0	0	0	0
Office and clerical	48	40	1,923	1,527
Craftsmen (skilled)	96	0	4,708	1
Operatives (semi-skilled)	29	0	1,176	4
Laborers (unskilled)	20	0	420	3
Service Workers	14	0	322	83

New Jersey Bell Telephone Company As of April 29, 1975

Total Number of Employees 30,435

Total Male - 15,590

Total Female 14,845

Spanish Surname Male 342

Spanish Surname Female 367

Breakdown of Hispanic employment:

	Hispanic		Total	Total
	Male	Female	Male	Female
Officials and managers	6	16	2,656	1,718
Professional	14	17	2,187	892
Technicians	2	8	94	146
Sales Workers	1	2	436	91
Office and clerical	51	312	1,059	11,239
Craftsmen (skilled)	204	6	8,516	491
Operatives (semi skilled)	15	1	297	12
Laborers	0	0	0	0
Service workers	49	5	345	256

D. Higher Education Within the City of Newark

Subsequent to the hearings, institutions of higher learning were requested to submit ethnic breakdowns of students, faculty and staff. Schools contacted were Essex County College, New Jersey Institute of Technology, Rutgers-Newark and the College of Medicine and Dentistry of New Jersey. Each was extremely cooperative, however, as of this writing certain information has not yet been received by the Newark Human Rights Commission. Following is data compiled as of June 11, 1976.

New Jersey Institute of Technology

Faculty - 1 Hispanic in approximately 300

Student body - undergraduates

	Full Time Total	Part Time Total 992
Black	2925	45
Native American	10	10
Oriental	78	27
Spanish-speaking	115	33
Others	2547	887

Rutgers-Newark

The following figures are as of Fall 1975. "Other" denotes students about whom there is no information.

Student Body

Newark College of Arts & Sciences

Total	4091
White	2436
Black	602
Puerto Rican	65
Other Hispanics	168
Oriental	67
American Indian	3
Other	750

College of Nursing Newark

Total	533
White	374
Black	74
Puerto Rican	5
Other Hispanics	3
Oriental	16
American Indian	0
Other	61

Graduate School of Business

Total	1350
White	992
Black	91
Puerto Rican	2
Other Hispanics	7
Oriental	66
American Indian	0
Others	192

Newark School of Law

Total	772
White	526
Black	103
Puerto Rican	33
Other Hispanics	16
Oriental	4
American Indian	1
Others	89

Graduate School These figures include the Graduate School of Applied & Professional Psychology, the Graduate School of Criminal Justice, and graduate divisions in New Brunswick and Camden as well as Newark.

Total	6187
White	4986
Black	276
Puerto Rican	25
Other Hispanic	97
Oriental	412
American Indian	2
Others	389

University College These figures include the Evening Division, and have been compiled for the three locales in the Newark area.

	Newark	Jersey City	Paterson
Total	2285	332	215
White	982	188	187
Black	710	84	19
Puerto Rican	30	15	2
Other Hispanics	34	24	5
Oriental	16	5	0
American Indian	1	1	0
Others	512	15	2

Faculty Rutgers Newark These figures do not include co-adjutants or professors in the Evening Division of University College or its extensions

Total	374
White	332
Black	29
Puerto Rican	3
Other Hispanics	3
Oriental	7
American Indian	0

Staff - Rutgers Newark This figure is comprised of non faculty staff and includes deans

Total	301
White	142
Black	143
Puerto Rican	9
Other Hispanics	4
Oriental	3
American Indian	0

College of Medicine and Dentistry of New Jersey Newark Campus New Jersey Medical School student body

Total	491
White	384
Black	81
Hispanic	16
Oriental	9
American Indian	1

New Jersey Dental School - Student body

Total	195
White	169
Black	14
Hispanic	4
Oriental	7
American Indian	1

Graduate School

Total	72
White	63
Black	1
Hispanic	1
Oriental	7
American Indian	0

Newark Campus – Faculty

Total	471
White	372
Black	27
Hispanic	6
Asian	50
American Indian	0

Essex County College

	Faculty	All Employees
Total	215	597
White	134	260
Black	65	300
Hispanic	11	29
Asian	5	8

Total minorities 337 or 57%

Figures on the student body of ECC have not yet been received

E BREAKDOWN -- SPANISH SURNAMED EMPLOYEES OF NEWARK -- AS OF JUNE, 1975

TOTAL CITY PERSONNEL	6678
TOTAL SPANISH-SURNAMED	230
Total Male	168
Total Female	62
 I OFFICIALS AND ADMINISTRATION	0
 II PROFESSIONALS	55
Male	35
8 permanent 27 temporary	
Female	20
2 permanent 18 temporary	
 III TECHNICIANS	10
Male	9
3 permanent 6 temporary	
Female	1
1 temporary	
 IV. PROTECTIVE SERVICE WORKERS	35
Male	32
30 permanent 2 temporary	
Female	3
3 permanent	
 V PARA PROFESSIONALS	30
Male	9
9 temporary	
Female	21
3 permanent 18 temporary	
 VI OFFICE AND CLERICAL	33
Male	25
1 permanent 4 temporary	
Female	28
4 permanent 24 temporary	
 VII SKILLED CRAFT	4
Male	4
2 permanent 2 temporary	
 VIII SERVICE AND MAINTENANCE WORKERS	62
Male	62
43 permanent 19 temporary	

1 FINANCE DEPARTMENT

Professional

Spanish Male 1 permanent 2 temporary

2 RECREATION AND PARKS

Professional

Spanish Male 1 permanent

Service and Maintenance

Spanish Male - 2 permanent 1 temporary

Technical

Spanish Male 3 temporary

Spanish Female 1 temporary

Para Professional

Spanish Male - 1 temporary

3 MUSEUM

Service and Maintenance

Spanish Male 2 permanent

4 LIBRARY

Professional

Spanish Female - 1 permanent 1 temporary

Para Professional

Spanish Female 2 permanent 5 temporary

Office and Clerical

Spanish Male - 1 temporary

Skilled Craft

Spanish Male - 1 permanent

Service and Maintenance

Spanish Male 1 temporary

Part-time

Para Professional

Spanish Female 1 permanent

Office and Clerical

Spanish Male 1 temporary

Spanish Female - 5 temporary

5 MAYOR'S POLICY AND DEVELOPMENT OFFICE

Professional

Spanish Male 3 temporary

Office and Clerical

Spanish Female -- 2 temporary

Para Professional

Spanish Female 2 temporary

Technical

Spanish Male - 1 temporary

Service and Maintenance

Spanish Male 1 temporary

6 DEPARTMENT OF ADMINISTRATION

Office and Clerical

Spanish Female -- 4 temporary

Spanish Male -- 1 permanent 1 temporary

Professional

Spanish Male - 6 temporary

Spanish Female 3 temporary

Skilled Craft

Spanish Male -- 2 temporary

Para Professional

Spanish Male 1 temporary

7 OFFICE OF MANPOWER

Professional

Spanish Male -- 1 temporary

8 DEPARTMENT OF PUBLIC WORKS

Service and Maintenance

Spanish Male 38 permanent 11 temporary

Protective Service Workers

Spanish Male 1 temporary

Para Professional

Spanish Male 2 temporary

Spanish Female 1 temporary

- 9 **MUNICIPAL COURT**
 Para Professional
 Spanish Female - 1 permanent 2 temporary
- 10 **RLNT CONTROL**
 Professional
 Spanish Male 1 temporary
- Office and Clerical
 Spanish Female 1 temporary
- 11 **HUMAN RIGHTS COMMISSION**
 Professional
 Spanish Female - 1 permanent
 Spanish Male 1 permanent 1 temporary
- Office and Clerical
 Spanish Female 2 temporary
- 12 **PUBLIC INFORMATION OFFICE**
 Professional
 Spanish Male 1 temporary
 Spanish Female - 1 temporary
- 13 **CITY CLERK'S OFFICE**
 Office and Clerical
 Spanish Male 1 temporary
 Spanish Female - 2 permanent 1 temporary
- 14 **HIGH IMPACT ANTI-CRIME PROGRAM**
 Professional
 Spanish Male 1 temporary
- 15 **ENGINEERING DEPARTMENT**
 Professional
 Spanish Male - 1 temporary
- 16 **PUBLIC SERVICE EMPLOYMENT PROGRAM**
 Professional
 Spanish Male 4 temporary
 Spanish Female - 1 temporary
- Office and Clerical
 Spanish Female - 2 temporary
- 17 **LAW DEPARTMENT**
 Office and Clerical
 Spanish Female 1 temporary

18 COMPREHENSIVE MANPOWER DELIVERY SYSTEM

Professional

Spanish Female 7 temporary

Spanish Male 6 temporary

Clerical and Office

Spanish Female 4 temporary

Spanish Male 1 temporary

Para Professional

Spanish Female - 3 temporary

Spanish Male - 1 temporary

19 FIRE DEPARTMENT

Professional

Spanish Male - 2 permanent 1 temporary

Protective Service Worker

Spanish Male - 1 permanent

Skilled Craft

Spanish Male - 1 permanent

20 HOUSING DEVELOPMENT AND REHABILITATION CORPORATION

Office and Clerical

Spanish Female 1 temporary

21 HEALTH AND WELFARE

Professional

Spanish Male 7 permanent 1 temporary

Spanish Female 5 temporary

Office and Clerical

Spanish Female - 4 temporary

Para Professional

Spanish Male 4 temporary

Spanish Female 5 temporary

Service and Maintenance

Spanish Male 6 temporary

Technical

Spanish Male 2 permanent 1 temporary

Spanish Female 1 temporary

22 POLICE DEPARTMENT

Professional

Spanish Male 1 permanent

Technical

Spanish Male 1 permanent

Protective Service Workers

Spanish Male -- 29 permanent 1 temporary

Spanish Female 3 permanent

Office and Clerical

Spanish Female 1 permanent 1 temporary

F. BOARDS AND COMMISSIONS

The Boards and Commissions within the Municipal Government were contacted regarding the ethnic breakdown of their members. Following is a listing as it relates to the Hispanic membership. This information is valid as of May, 1976.

CITY OF NEWARK BOARDS AND COMMISSIONS

Names	Total Members	No. of Hispanics
Newark Human Rights Commission	15	1
Affirmative Action Review Council	10	1
Committee on the Status of Women	9	1
Central Planning Board	9	0
Alcoholic Beverage Control Board	3	0
Board of Adjustments	7	0
Public Library Board	8	0
Newark Parking Authority	5	1
Newark Housing Authority	5	0
Board of Education	12	1
Insurance Fund Commission	4	0
Pension Commission of the Employees Retirement System	10	0
Local Assistance Board Division of Welfare	6	1
Board of Electrical Standards and Appeals	4	0
Plumbers Board of Examiners	3	0
Fiscal Advisory Board	8	0
Newark Senior Citizens Commission	10	0
Newark Economic Development Corporation	20	1
Real Estate Board	7	0
Rent Control Board	5	1
Taxi Commission	4	0
Citizens Advisory Board	27	2
Housing Development and Rehabilitation Corporation	11	0

G. NEWARK HOUSING AUTHORITY

The Newark Human Rights Commission contacted the Newark Housing Authority in regards to the ethnic breakdown of its employees, tenant selection, and their policies and procedures. Following is the Housing Authority's reply as of May 28, 1976.

Exhibit I is a tabular summary of the total number of Hispanics as compared to the total number of residents in the public housing community.

Exhibit II is the employment breakdown by job classification and ethnic background as of 1976.

Exhibit III The Newark Housing Authority submitted a copy of their Tenant Selection Policy as of April 1976. It includes recently enacted HUD regulations regarding resident "economic mixture" and other changes in the calculation of rentals for public housing residents.

Copies of this policy are available at the Newark Housing Authority. It is too lengthy for the Commission to reprint at this time.

Exhibit IV During the Public Hearing Proceedings a speaker from FOCUS submitted a listing of persons who alleged they were on waiting lists for the Housing Authority for an extensive period of time. Attached is the Housing Authority's reply.

The Newark Housing Authority is currently translating resident leases into Spanish.

EXHIBIT I HISPANIC RESIDENCY IN NEWARK'S PUBLIC HOUSING

Project	Total No. of Tenants (Families)	Hispanic Number	Residents (Families) %
2-1 S. Boyden	497	95	19.1%
2-21E S. Boyden E.	356	3	.84%
2-21F S. Boyden E.	200	1	.50%
2-2 Pennington	232	58	25.0%
2-5 Baxter	563	50	8.9%
2-22B BaxterE.	248	1	.40%
2-6 S. Crane	351	1	.28%
2-16 S. Crane E.	193	—	—
2-22C S. Crane E.	372	1	.27%
2-22D S. Crane E.	371	—	—
2-7 Hyatt	388	79	20.4%
2-8 Fuld	295	—	—
2-9 Roosevelt	272	49	18.0%
2-10 Kretchmer	667	162	24.3%
2-17 Kretchmer E.	189	2	1.1%
2-21A KretchmerE.	432	2	.46%
2-11 Walsh	474	47	9.9%
2-12 Hayes	1276	1	.08%

2-18 Hayes E	94	—	—
2-13 Columbus	839	274	32.7%
2-14 Bradley	296	1	.34%
2-15 Wright	438	1	.23%
2-19 Scudder	1347	35	2.6%
TOTAL	10,390	863	8.3%

EXHIBIT II

Employee Demographics

NRHA

Numbers and Percentages of Employees

Employee Category		Male				Female			
		White	Black	Hispanic	Other	White	Black	Hispanic	Other
I.	Administration	22	12	0	0	2	0	0	0
II.	Professionals	17	3	1	0	5	3	0	0
III.	Technicians	63	40	9	2	14	21	0	1
IV.	Protective Service	2	14	3	0	0	3	0	0
V.	Clerical	16	25	1	1	25	27	5	0
VI.	Skilled Crafts	126	42	9	0	0		0	0
VII.	Service/Maintenance	141	258	47	0	35	32	3	0
	TOTALS	387	394	69	3	81	86	8	1
MALE	853								
FEMALE	176								
TOTAL	1029								
WHITE	45.0%								
BLACK	47.6%								
HISPANIC	7.0%								
OTHER	0.4%								

EXHIBIT IV

Disposition of Hispanic Families Cases
per Public Hearings
March 24 and March 25, 1976

LA FARRERE, Antonio Nothing on File

LOPEZ, Elpidio Sent to 2-7, 11/17/75, \$83 , applied 4/16/75

LOPEZ, Hilda Completed Home Visit Columbus, \$79 applied 12-23-74 Would take Walsh Never went out

LOPEZ, Jose - Nothing on File

LOPEZ, Luis Completed Home Visit 2-25 3 rooms \$88 applied 11-8-73 Failure to keep Appt at 2-25

LOPEZ, Maria On Interviewer's desk needs to bring in E C W form, applied 12-8-69, 5 rooms

MAUDONADO, Bienvenido Nothing on File

MELENDEZ, Raphael Nothing on File

MARRERO, Nilda Sent to 3-10, 12-8-75 \$59 4 rooms applied 1-16-73

MELENDEZ, Reina Sent to 2-12, 2/20/76, \$110, applied 11/8/73

MENDEZ, Alonzo Nothing on File

MENDEZ, Francisco Completed Home Visit 3-7, rent \$100 , applied 9-25-70, wants Hyatt F D R., never went out

MUNIZ, Francisco Nothing on File

NEGRON, Carmen No record of her living at 16 Sheffield Dr , must be doubled up with someone

MUNOZ, Maria Nothing on File

PEREZ, Americo - Nothing on File

PEREZ, Inocencio Nothing on File

PEREZ, Justiniano Pending Home visit, rent \$49, applied 3-20-73

RAMOS, Irma - Nothing on File

RIVERA, Carmen Completed Home Visit Penn.ngton Ct , applied 5-29-73 4 rooms \$59

RIVERA, Gertrudis Completed Home Visit 2/11, \$79 applied 2/27/74, 5 rooms sent to Walsh 3/13/76, returned by Mgr, interested in Hyatt or Stella Wright

RIVERA, John Nothing on File

RIVERA, Lucy (Luz Bejen) Completed Home Visit Wants Baxter or any low rise \$100, 4 rooms, applied 1/4/71

ADELINO, Viana - Nothing on File

BERRIOS Eneida Completed Home Visit-Wash, listed as emergency had been made to move from 31-33 Wakeman Avenue due to poor housekeeping, sent to 2-11 on 8/18, 75 and returned by Manager Rent \$91 Needs 6 rooms Applied 9/2/69

CARDONA, Rosa, Applied 2/24/76, 4 rooms, rent \$56, sent to 2/13, 12/8/75

CARDONA, Carmen Applied 10/4/74, 6 rooms, \$74.00 Completed Home Visit Columbus (Sent back from Columbus, no apt. available)

CARRASQUILLO, Anna Sent to Scudder 10/8/75. Applied 5/17/73, 4 rooms, rent \$48

CASIANO, Ana M Living at Columbus Homes

CASTROVELARI, Maria Italian speaks very little English At one time she was supposed to have owed money to Columbus. Until the Legal Department clarified her status, we could not house her. She was supposed to have rented at Columbus and never moved in. She wants Stephen Crane only

CINTRON, Carmen Sent to Columbus Homes 1/2/76 rent \$63 5 rooms

CORTEZ, Anna Living at Columbus Homes

COSTA, Mageta Jose Nothing on File

FIGUEROA, Guadalupe Sent to Kretchmer 10/7/75 \$80 Applied 10/14/71, 5 rooms

GARCIA, Blanca Nothing on File

GOMEZ, Gidalio Nothing on File

CONZALEZ, Robert - Nothing on File

GONZALEZ Juanita. Pending Home Visit 585 7 rooms applied 3 19 74

GONZALEZ, Rafael -- Nothing on File

HERNANDEZ, Luz Sent to Walsb Homes 3 11 76, \$79 applied 4 6 72 5 rooms

H. NEWARK MANPOWER PROGRAMS

The New Jersey Advisory Committee of the U.S. Commission on Civil Rights has recently completed a report entitled "Hispanic Participation in Manpower Programs in Newark, New Jersey." A member of that panel, Trinidad Gonzalez, spoke at the hearing summarized the Advisory Committee's findings, and requested that the completed report be included as part of the testimony. Space limitations prohibit reprinting the entire report which is available from the U.S. Commission on Civil Rights. Reprinted here are the findings listed by Ms. Gonzalez in her testimony.

1 With respect to the Manpower Advisory Planning Council, the Advisory Committee found that Hispanics were underrepresented on this most important planning body.

2 With respect to staffing patterns, we found that in all Manpower Programs, Hispanics were concentrated in the middle to mid-lower salary ranges with no representation in the highest salary levels. We also noted that during the time of our study, considerable improvements were made with respect to the overall percentage of Hispanics employed in the City's Manpower Programs. The breakdown, however, I am not able to give at this particular moment. It may certainly reflect, as the latest reports have come in, that perhaps the same situation as to middle and lower salary range representations is still the case. We may not, but that remains to be seen.

3 As regards clients of the two major Manpower Programs [CMDS and PSEP, Comprehensive Manpower Delivery System and Public Service Employment Program] we noted that one had substantial representation while the other severely underrepresented Hispanics as clients. At the present, however, substantial improvements have occurred in this program.

4 Finally, with respect to subcontractors, three were found to seriously underrepresent Hispanics both in terms of numbers and the salaries given to them. Also, three were found to adequately represent Hispanics. As we stated earlier, a number of specific recommendations were made aimed at improving the lot of Hispanics in Newark's Manpower Programs.

The Mayor's Office of Evaluation and Training (formerly Manpower) was contacted regarding further information on Hispanic program participation.

The following information was submitted to the Newark Human Rights Commission:

During the past fiscal year 500 Hispanics were served at the Manpower Skill Center. Presently 89 Hispanics are enrolled.

There are 40 professional staff persons at the center, one Hispanic member. There are four Hispanics on the Manpower Planning Advisory Council.

The Puerto Rican Veterans Association was informed that [the M.O.E.T.] was not able to fund their proposal for non English speaking Hispanics.

Within the Comprehensive Employment and Training Delivery System

- Total number of staff, 99
- Number of Hispanics, 11
- Total number of people now serviced by C E T D S , 1445
- Total number of people serviced by C E T D S as of 5/31/76 5577
- Total number of people serviced by C E T D S as of 3/31/76-4882
- Total number of Hispanics serviced by C E T D S as of 3/31,76-1695
- Funding source - United States Department of Labor

I MAYOR'S POLICY AND DEVELOPMENT OFFICE

HOUSING AND COMMUNITY DEVELOPMENT PROGRAMS

The primary objective of the Housing and Community Development program is the development of viable urban communities which will provide decent housing, a suitable living environment and expanded economic opportunities principally for persons of low and moderate income. The activities which the Act permits include acquisition of property which is blighted or deteriorated or appropriate for rehabilitation, public works facilities and improvement, code enforcement, clearance and rehabilitation of buildings, special projects for the elderly or handicapped persons, relocation expenses, provision of public and social services, of otherwise valuable matching other federal funds, completing urban renewal projects and planning and administrative costs.

The HCDA program as stated in the objectives and listing of eligible activities is primarily a physical development program.

Social service programs that are funded under HCDA generally have a city-wide service area. However, there are several programs receiving HCDA funding that are bilingual and bicultural in their scope and content. For example, Consumer Action receives HCDA funding. The five community outreach offices of this program service the entire City. Clients of the North Ward office are predominately Spanish speaking. Literature disseminated by Consumer Action is written in Spanish and English. The program however is still a City-wide program. CURA, a residential drug addiction rehabilitation program is funded through HCDA monies. However, CURA receives its funding through the Multiphasic Drug Treatment Program, as one of seven affiliated Newark treatment programs that receive matching funds from HCDA. In short, it is difficult to measure the extent of the impact of HCDA funds on Newark's Spanish speaking population.

The following summaries of HCDA redevelopment areas were included in this information package because the residents who will benefit from the program are heavily Spanish speaking.

JAMES STREET AREA

The James Street Study, funded by the National Endowment for the Arts and MPDO, will primarily benefit the 70% Spanish speaking James Street community. The study now complete was conducted to develop ways of improving the James Street area community.

The study area is a 24-block area bounded by Beecher Street on the South, Halkey Street on the East, Orange Street on the North, and Summit Street on the West.

The housing of the area is predominantly brick and masonry. Several of the houses are of an architectural significant style. Over the next three years, the majority of the houses will be rehabilitated. New housing similar in facade to the present style of housing is being proposed for currently vacant lots and wherever demolition will be necessary. Two new parks are also planned for the area since recreational spaces are inadequate. The area has a certain historical significance with many structures dating back to the middle 1800's and built by the Bulantime family. Other houses were stations in the Underground Railroad. The area offers a unique opportunity to use Newark's past for the benefit of the present.

SOUTH BROAD STREET VALLEY AREA

The South Broad Street Valley Area is bounded by Chestnut and Crawford Streets on the North, High Street, Clinton Avenue, Johnson Avenue, and Elizabeth Avenue on the West, East Peaslee Street on the South, and the Passaic River Railroad on the East. It is composed of the following census tracts 57, 59, and 67.

A population of nearly 20,000 persons is housed in this older community. Hispanics represent 18.7% of the total population. A portion of the sub area was designated as a

Project Rehab area. To date, approximately 60 units within two structures have been rehabilitated.

The Newark Housing Authority commissioned Porta and Ripa Associates, Inc. to develop a preliminary study of the area. Their concept plan, Gateway '000 envisions the development of a floating city over portions of the South Broad area which would consist of high rise buildings, hotels, a sports complex, schools, an art center, apartment buildings, restaurant, department stores, recreation areas and parking facilities. The project cost is estimated at \$2.5 billion.

St. Columba's Church has a preschool program. Social activities in this area center around the church. A 500 unit senior citizen housing development at 1060 Broad Street is waiting final state approval. The state has floated bonds for \$6.1 million. The Shamclemente Towers, consisting of 165 units is now ready for occupancy. Other activities will soon be completed in this area. Scattered site and Turnkey housing development is being scheduled by the Newark Redevelopment and Housing Authority.

A percentage of the \$3,150,000 allocated for property acquisition in 1976-77 under (HCDA) Housing Community Development Act funding will be used in the South Broad Valley area. The Emergency Housing Facility Project will perform rehabilitation work on city-owned structures to make available housing units in cases of emergencies. The City's Demolition Team will tear down unsafe and hazardous structures in the area.

During the first year of HCDA funds of over \$1,262,031 were allocated for the South Broad Valley Area.

ST. LUCY'S AREA

The total population of census tracts 88 and 90, which are in the St. Lucy's area is 5,832 people, of this total amount 36.6% are Hispanics.

A total amount of \$315,000 has been allocated, for and acquisition, a percentage of this amount will be used in this area.

Under the Community Development Block Grant program funds for tree treatment and street lighting improvements have been granted. Trimming the trees and improving the street lighting would increase the visibility and deter crime. Demolition and emergency housing facilities monies will also be spent in this area. By demolishing undesirable and abandoned buildings the environment will become a healthier and safer place to live.

Relocation assistance services will be provided for those in need of this service. In addition, the Home Loan Program a rehabilitation program will be made available on a City-wide basis for Newark homeowners. The following is a list of programs which are funded by the Mayor's Policy and Development Office through HCDA funds.

1. United Families Day Care
75 Park Avenue
Newark, New Jersey
2. Gladys Dickenson Health Station
95 7th Avenue
Newark, New Jersey

OTHER SOCIAL PROGRAMS

Puerto Rican Juvenile Delinquency Program Second year HCDA under High Impact

This new program will address itself to the problems of growing delinquency among the Spanish-speaking youth of the City of Newark. These youth for the most part are not being serviced by other juvenile prevention programs. The program will be designed to offer counseling services to adjudicated and nonadjudicated youth and will be located in Newark's North Ward.

ASPIRA recently received a grant in the amount of \$11,078 for disadvantaged youth. The grant is for a school employment and career development program. The grant was received from the N.J. State Department of Community Affairs.

C.L.R.A. 75 Lincoln Park. A residential treatment program for the rehabilitation of the Hispanic drug addict.

J. DIVISION OF PUBLIC WELFARE

The Newark Human Rights Commission contacted the Division of Public Welfare requesting information regarding the ethnic breakdown of their employees and of clients receiving General Assistance. This information was necessary in order to compare the number of Hispanic clients in proportion with the number of Hispanic employees. Following is the Division's reply as of June 9, 1976:

- 1 Total number of clients on City Welfare rolls 9,262
- 2 Number of Hispanic clients receiving General Assistance 927
- 3 Total number of staff employed by the Division of Welfare 95
- 4 Number of Hispanics employed by Division of Welfare 1
- 5 Number of CETA employees 31
- 6 Number of Hispanics employed under CETA program 3
 - 1 Welfare Investigator - annual salary \$6,798.50
 - 1 Welfare Investigator - annual salary 7,897.50
 - Social Caseworker - annual salary 8,264.00
- 7 Total number of Work Experience enrollees 4
- 8 Number of Hispanics enrolled in Work Experience Program (Earns \$2.30 hourly salary) 1
- 9 Brief description of any existing programs dedicated to Newark's Hispanic Welfare clients:
 - "Regulations and procedures in the Administration of the General Assistance Program are applicable to all segments of the population, without regard to race, religion or sex."

K. WORK EXPERIENCE FOR YOUTH PROGRAM

The Newark Human Rights Commission contacted the Work Experience for Youth Program regarding the ethnic breakdown of its employees. Following is their response as it relates to their employment of Hispanics.

A. The number of persons hired in the Summer Program, SPEDY 1975

STAFF	ENROLLEES
320	8,536

B. The projected number of persons hired in the Summer Program for 1976

STAFF	ENROLLEES
143	6,615
	515 allotted to the Mt. Carmel Guild
	6,100

C. The racial breakdown of those hired in the 1975 SPEDY Program

STAFF	ENROLLEES
253 Black	7,359 Black
31 Caucasian	606 Caucasian
36 Spanish	474 Spanish
	97 Info. not Available
320	8,536

D. The racial breakdown of those hired in the 1976 SPEDY Program

STAFF	ENROLLEES
65 Black	N/A
14 Caucasian	N/A
3 Spanish	1,500*

* This figure due to special recruitment programs held in Spanish Orientated agencies.

E. The number of staff SPEDY employment throughout the year

13 CMDS
10 PFP
23

F. Breakdown according to race and job title of those employed throughout the year

There are fourteen (14) persons employed on CMDS staff. All are Black none are Hispanic.

Job Titles include

Deputy Director
Secretary

Coordinator of Operations
Administrative Assistant
Clerk Typist
Counselor
Job Developer

There are ten (10) Public Employment Program (PEP) employees. Of these ten, two (2) are white, eight (8) are Black, none are Hispanic.

Job titles include

Senior Personnel Technician
Field Representative
Receptionist

L. NEWARK BOARD OF EDUCATION

The Newark Human Rights Commission contacted the Newark Board of Education in regards to information pertaining to the ethnic breakdown of its employees and students. Following is the Board of Education's reply as of June 15, 1976.

1 Copy of the Affirmative Action Plan

A copy of the Newark Board of Education's Affirmative Action Plan for School and Classroom Practices was submitted.

2 Total number of students enrolled in the Newark school system 72,770

3 Total number of Hispanic students enrolled in Newark school system 2,735

4 Total number enrolled in the Bilingual Program broken down by ethnic groups:
 Hispanic 5,041
 White 1,165
 Black 221
 American Indian 2
 Asian 72

5 Total number June, 1976, graduates 2,287

6 Total number Hispanic students graduating in June 864

7 Breakdown of all State and Federal funds coming to the Newark Board of Education and a listing of programs to which these funds are applied

The Board of Education forwarded a copy of their Outline of Federal Programs for Education FY 1975-1976. It did not include any programs geared specifically to the servicing or interests of the Hispanic student or community.

8 Following is a summary of the Board of Education's work force breakdown as it relates to its Hispanic employees. This report was effective as of October 1, 1975.

Full Time Staff	Total		Total	
	Total Male	Hispanic Male	Total Female	Hispanic Female
Officials, Administrators, Managers	42	0	9	0
Principals	66	1	23	0
Assistant Principals, Teaching	0	0	0	0
Assistant Principals, Non-teaching	87	1	37	1

	Total Male	Total Hispanic Male	Total Female	Total Hispanic Female
Elementary Classroom Teachers	562	33	1936	105
Secondary Classroom Teachers	524	9	560	30
Other Classroom Teachers	110	3	207	3
Guidance	38	4	67	3
Psychological	27	1	16	1
Librarians, Audiovisual Staff	8	0	64	0
Consultants and Supervisors of Instruction	80	2	33	1
Other Professional Staff	119	9	235	8
Other Aides	9	1	210	7
Technicians	14	0	5	0
Clerical/Secretarial Staff	15	0	354	22
Service Workers	168	34	1285	54
Skilled Crafts	130	2	20	0
Laborers, unskilled	33	1	1	0
PART TIME STAFF				
Professional Instructional	199	10	276	9
Other	45	4	114	4
NEW HIRES (7-1-75 - 10-1-75)				
Officials, Administrators, Managers	2	0	0	0
Principals, Assistant Principals	1	0	0	0
Other Professional Staff	25	7	31	4
Para Professional Staff	17	0	23	0

M NEWARK HEALTH FACILITIES

A brief informal survey was conducted of the health care facilities in Newark. St. Michael's Hospital, United Hospitals, New Jersey College of Medicine and Dentistry Hospital and the City Dispensary were contacted regarding their use of bilingual personnel. The three hospitals cited above employ bilingual personnel.

Nurses at all three are given on-service training in the Spanish language. United Hospital employs Spanish interpreters, as well as printing all forms in Spanish and English.

At St. Michael's Hospital all social workers are bilingual and four interpreters work in the emergency and outreach departments. There, too, forms are bilingual.

It unfortunately appeared that the city program was the weakest.

IV. CONCLUSION

A. Commission Position

After careful review of the information at hand, the Newark Human Rights Commission is obligated to call for an end to the "business as usual" approach to the Hispanic community by all levels of government as well as the private sector. The Hispanic population of Newark is constantly growing, and must be given the opportunity and impetus to enter into the mainstream of the city's life.

A disturbing factor that emerged through the hearing testimony and background data was the lack of accurate census information on the Hispanic community. The estimates given at the hearing ranged from the 45,771 of the 1970 census to the 95,000 currently extrapolated by La Casa de Don Pedro for the Hispanic population in the City of Newark. The census is a major part of the allocation of government jobs, services and resources, as well as data on federal funds. Therefore, it is critical for the Newark government to provide a complete and accurate count of all citizens. We call on the United States Census Bureau to conduct a recount of the City of Newark using bilingual forms, enumerators and other staff.

Another extremely disturbing factor surfaced through the hearing testimony. Speakers felt that discrimination against Hispanics was not only being engaged in by the White majority community, but by the Black community as well. Professor Jose Rivera referred to this phenomenon as the "pice of the pie syndrome." Whether it is discrimination is actual or perceived, the charge that the attitude of the Administration and citizens of the City of Newark with respect to the Puerto Rican community is directly analogous to the same attitude of the late 1960s of the Addonizio administration to the Black community must be answered by the present Administration.

There are certain programs, projects and agencies that have been and continue to be extremely responsive to the needs of the Hispanic community. This Commission commends them. Other groups require vast improvement in their relationships with the Hispanics in the city. It is hoped that this report will serve as a guide for them.

The Newark Human Rights Commission recognizes its responsibility to step up its own activities regarding Hispanics in the field of Affirmative Action in city employment, participation in the work force on tax-deducted construction sites and the work forces of city vendors. Activities in the community relations area must continue to discern, and hopefully solve, the problems of Hispanics. Complaints by Hispanics of discrimination in housing, public accommodations and employment must be investigated effectively and expeditiously. These are the commitments of the Newark Human Rights Commission. We will continue our efforts to maintain a dialogue between the Hispanic community and the Administration and offer this report as evidence of our dedication to change.

B. Recommendations

The Newark Human Rights Commission has found evidence of discrimination against Hispanics in Newark in both the public and private sectors. Equal opportunity policies, whether by intent or effect, have not remedied this situation. Positive, affirmative adjustments are necessary for the effective delivery of services to and full participation of Hispanics in the city.

Therefore we recommend

City Government

1. The City's Affirmative Action Plan must be firmly implemented to ensure employment of Hispanics reflective of their numbers in the population. This must apply to all federally funded as well as City funded jobs.

2 Every government department, particularly those having direct contact with the public, should employ bilingual personnel.

3 The Newark Police and Fire Departments should actively recruit and employ Hispanics.

4 Permanent City publications and documents should be made available in both English and Spanish similar to those already published by the Newark Public Information Office and the Newark Office of Consumer Affairs.

5 Hispanics must be given the opportunity for upward mobility within the City structure, so that they are represented in high level positions.

6 Every effort should be made to ensure that state and federal funds are equitably distributed among all segments of the population. Full public disclosure of all funds received and their disbursement by the Mayor's Policy and Development Office and the Office of Employment and Training (formerly Manpower) is essential.

7 Hispanic representation on all boards and commissions must be increased to adequately represent the interest of that community.

8 The Newark Welfare Division must increase its number of Spanish speaking employees to adequately deal with the large number of Hispanics on its caseload.

9 The Newark Housing Authority should ensure Hispanic residency at all housing projects and Hispanic participation in the tenant government process.

10 The City of Newark should continue to conduct voter registration drives directed at Hispanics potential voters.

11 The Affirmative Action Review Council should take steps to ensure that Hispanics are participating in training, tax-abated construction sites and are accurately reported.

12 The City of Newark should give its non-Hispanic employees the opportunity to learn Spanish and about the customs and culture of Hispanics similar to the Borealis Awareness Program which should be expanded, conducted in the Health Division.

13 The City Board of Education and Housing Authority recreation departments should ensure facilities for and participation of Hispanic youngsters in all programs.

14 The City should cooperate with private agencies to ensure bilingual services including, but not limited to, legal aid.

Education

1 There must be strong measures taken to decrease the extremely high drop-out rate among Hispanics.

2 There must be strong measures taken to bring up the reading levels of Hispanic students and ensure that those just beginning school do not fall behind.

3 The Board of Education should implement its own Affirmative Action Plan to increase the number of Hispanic administrators, teachers, guidance counselors and school office staff.

4 The Board of Education should seek additional funding specifically for Hispanic remedial programs and expansion of bilingual programs.

5 Institutions of higher learning are urged to strengthen and continue Affirmative Action Plans for Hispanic students.

6 Programs and projects dedicated to needs of Hispanic students must be continued at institutions of higher learning.

Civil Service

1. All salaries must be equalized to stop the practice of unequal salaries for bilingual titles.
2. Active recruitment of Hispanics is urged for employment on all levels through bilingual bulletins and other literature.

Private Sector

1. All area hospitals, both public and private, are strongly urged to implement bilingual programs such as those at St. Michael's, United Hospitals and Martland Medical Center.
2. The Chamber of Commerce should actively urge and train its members to implement effective Affirmative Action Plans and bring the City Hispanic work force to a level where it at least reflects the Hispanic population.

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Conclusiones obtenidas por la Comisión de Derechos Humanos de Newark mediante el estudio de las Vistas Públicas para la Comunidad Hispana, celebrada en Marzo 24 y 25 de 1976.

A. Posición de la Comisión:

Después de una cuidadosa revisión de la información a mano, la Comisión de Derechos Humanos de Newark se ve forzada a pedir que termine la práctica de "negocio como de costumbre", que, para tratar a la comunidad hispana se utiliza en todos los niveles de gobierno y en el sector privado. La población hispana de Newark está creciendo constantemente, y debe dársele la oportunidad y el ímpetu necesario para que pueda entrar a la corriente central de la vida de la ciudad.

Un inquietante factor que emergió a través del testimonio dado en las Vistas Públicas y los datos antecedentes, fué el de la falta de información precisa de censo sobre la comunidad hispana. Los estimados ofrecidos durante las Vistas Públicas fluctúan entre 45,771 habitantes hispanos reportados por el Censo Nacional de 1970, hasta 95,000 según el estimado de estadísticas variables que arroja un estudio de la población hispana de Newark hecho por la Casa de Don Pedro. El contejo de un censo es parte integrante de la distribución y asignación de empleos, servicios y recursos, así como de fondos estatales y por lo tanto, es crítico que el gobierno federal provea un contejo completo y preciso de todos los ciudadanos. Hacemos un llamado al Bureau del Censo de los Estados Unidos para que conduzca un recuento en la ciudad de Newark, utilizando planillas, enumeradores y personal bilingüe para el mismo.

Otro factor extremadamente inquietante salió a relucir mediante el testimonio ofrecido durante las vistas. Los oradores hispanos presentes declaran que sienten que el discrimen contra hispanos no es solo una práctica de la mayoría blanca de la ciudad, sino también de la comunidad negra. El Profesor José Rivera, al referirse a este fenómeno, le llama "el síndrome del pedazo de pastel". Pero, ya bien sea que este discrimen sea real o solo percibido, la acusación de que, la actitud de la Administración y la población de la ciudad de Newark con respecto a la comunidad puertorriqueña, que es directamente análoga a la actitud similar asumida por la Administración de Addonizio hacia la comunidad negra, tiene que ser enfrentada por la Administración presente.

Existen ciertos programas, proyectos y agencias que han sido, y continúan siendo, extremadamente reponedentes a las necesidades de la comunidad hispana. Esta Comisión les encomia. Otros grupos requieren una basta mejora en sus relaciones con los hispanos de la ciudad. Es nuestra esperanza que este informe le sirva de guía a estos últimos.

La Comisión de Derechos Humanos de Newark, reconoce su responsabilidad de acelerar sus propias actividades concernientes a los hispanos en el campo de acción afirmativa que trata con empleo municipal, la participación en la fuerza laboral de aquellos lugares de construcción que cualifican para la rebaja de impuestos, y las fuerzas laborales de aquellas firmas que hacen negocio con el gobierno municipal. Las actividades de relaciones comunales deben continuar discerniendo, y esperanzadamente, tratar de resolver, los problemas hispanos. Las querellas que hacen los hispanos sobre discrimen en las áreas de vivienda, acomodo público, y empleo deben de ser investigadas prudente y efectivamente. Estos son compromisos que tiene la Comisión de Derechos Humanos de Newark. Nosotros continuaremos nuestros esfuerzos por mantener el diálogo entre la comunidad hispana y la administración, y ofrecemos este Informe, como evidencia de nuestra dedicación porque la situación cambie favorablemente.

Recomendaciones

La Comisión de Derechos Humanos de Newark ha encontrado evidencia de discrimen contra los hispanos en Newark, tanto en el sector público como en el privado. Las políticas de igualdad de oportunidades, intencionadas o en vigor, no han remediado la situación. Es necesario establecer ajustes positivos y afirmativos para obtener un rendimiento efectivo de servicios a, y una completa participación de, los hispanos de la ciudad.

Por lo tanto, recomendamos que:

En el Gobierno Municipal

1. En Plan de Acción Afirmativa de la Ciudad tiene que ser firmemente implementado para asegurar empleo a hispanos, de una manera tal, que refleje el número de su población. Esto tiene que aplicarse a todos los empleos establecidos con fondos federales o con fondos municipales.

2. Todo departamento gubernamental, particularmente aquellos que están en contacto directo con el público, deberán emplear personal bilingüe.

3. Los Departamentos de la Policía y de Bomberos deben reclutar y emplear hispanos activamente.

4. Aquellas publicaciones y documentos municipales pertinentes, deberán proveerse al público, tanto en el Español como en Inglés, a manera similar a los que ya publica la Oficina de Información Pública de Newark y la Oficina de Asuntos del Consumidor de Newark.

5. Se tiene que dar oportunidad a los hispanos a que progresen dentro de la estructura municipal, de modo que puedan tener representación en todos los niveles y posiciones.

6. Se debe hacer toda clase de esfuerzo para asegurar que los fondos estatales y federales sean distribuidos equitativamente entre todos los segmentos de la población. Es esencial que se de a conocer públicamente, y por completo, toda información sobre todos los fondos recibidos y la distribución de los mismos, por la Oficina de Políticas y Desarrollo del Alcalde y la Oficina de Evaluación y Entrenamiento (anteriormente conocida como Manpower).

7. Tiene que aumentarse la representación hispana en todas las juntas y comisiones municipales, para representar adecuadamente los intereses de la comunidad hispana.

8. La División de Bienestar Público de Newark tiene que aumentar el número de empleados de habla hispana, para que se pueda atender adecuadamente al gran número de casos que reciben.

9. La Autoridad de Hogares de Newark debe asegurar la residencia de hispanos en todos los proyectos de vivienda y la participación hispana en el proceso de gobierno de los inquilinos.

10. La ciudad de Newark debe continuar conduciendo campañas de inscripciones de votantes dirigidas a matricular el potencial de votantes hispanos.

11. El Concilio de Revisión de Acción Afirmativa deberá tomar medidas para asegurarse de que los hispanos están participando de entrenamiento en lugares de construcción de impuestos rebajados, y que se informe, con precisión, sobre el particular.

12. La ciudad de Newark debe ofrecer a sus empleados no-hispanos la oportunidad de aprender Español y estudiar las costumbres y cultura de los hispanos, como lo hace el programa Boricua Awareness -que debe expandirse- y que conduce al presente la División Municipal de Salud.

13. La ciudad, la Junta de Educación y la Autoridad de Hogares, deberán ofrecer facilidades y asegurar la participación de jóvenes hispanos en todos los programas que ofrezcan sus departamentos de recreos.

14. La ciudad deberá cooperar con las agencias privadas para asegurar que se ofrezcan servicios bilingües, incluyendo, pero no limitándose a, la ayuda legal.

En Educación

1. Se tienen que tomar fuertes medidas para aminorar el extremadamente alto porcentaje de jóvenes hispanos que abandonan la escuela.

2. Se tienen que tomar fuertes medidas para mejorar el nivel de lectura de los estudiantes Hispanos y asegurar que aquellos que apenas comienzan la escuela no se atrasen.

3. La Junta de Educación deberá implementar su propio Plan de Acción Afirmativa para aumentar el número de administradores, profesores, consejeros, y personal escolar hispano.

4. La Junta de Educación deberá solicitar fondos adicionales, específicamente para programas de corrección de hábitos de estudio, lectura, y la expansión de los programas bilingües.

5. Las Instituciones de Educación Superior deberán reforzar y continuar sus planes de Acción Afirmativa para estudiantes hispanos.

6. Los programas y proyectos dedicados a las necesidades específicas de los estudiantes hispanos deberán ser continuados en las instituciones de educación Superior.

En el Servicio Civil

1. Todos los salarios deberán ser igualizados para ponerle punto a la práctica de salarios desiguales para títulos que implican capacidad laboral bilingüe.

2. Se urge el reclutamiento activo de hispanos para empleos en todos los niveles, mediante boletines y otra literatura bilingüe.

En el Sector Privado

1. A todos los hospitales del área, tanto públicos como privados, se les urge fuertemente el implementar programas bilingües, tales como los que han establecido el Hospital St. Michael, United Hospitals y el Centro Médico Martland.

2. La Cámara de Comercio deberá estimular y entrenar a sus miembros para que implementen planes de acción afirmativa efectivos, y para que pongan la fuerza laboral hispana de la ciudad a un nivel que refleje, al menos, la población hispana de Newark.